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HIGHLIGHTS OF USDA PROGRESS IN CIVIL RIGHTS
DURING THE NIXON ADMINISTRATION

ESTABLISHMENT OF OFFICE OF EQUAL OPPORTUNITY

An Office of Equal Opportunity was established within the Department on November 16, 1971, to strengthen the efforts formerly conducted by the Civil Rights Staff in the Secretary's Office. The Office of Equal Opportunity is concerned that the intent of the civil rights laws and the President's civil rights policy is carried out in all USDA programs and activities.

CONTRACTS WITH MINORITY FIRMS

The Department, through its participation in the SBA Disadvantaged Business Development Section 89a Program, has awarded 26 contracts totaling \$2.4 million from Fiscal Year 1970 through January 1972.

The Department has set a goal of \$1.5 million for Fiscal Year 1972 and through January, 66% of this goal has been accomplished.

DEPOSITS IN MINORITY-OWNED BANKS

The Department's first report on deposits in minority-owned banks was submitted to the Office of Management and Budget on February 22, 1971. The report indicated that there were no deposits in minority-owned banks. In July 1971 the Department was assigned a deposit quota of \$2,000,000 to be achieved by October 31. The Department only had on deposit at the end of June \$145,844, and at the end of July \$215,865.79. During the month of August new emphasis was placed on the minority-owned bank deposit program. This new emphasis was reflected in the end of August total of \$1,085,603.42, and end of September total of \$1,561,412.90. The Department's \$2 million goal was reached on October 14 with \$2,061,412.90 in deposits. Our latest report on deposit balances stated that as of December 31, 1971, the Department has \$2,541,265.44 in minority-owned banks.

COMPLIANCE

One of the most successful techniques employed by the Compliance and Enforcement Staff of the Office of Equal Opportunity have been county-wide compliance reviews. This consists of sending professional review teams into the field to determine whether all USDA programs in a given county are being administered in compliance with Title VI of the Civil Rights Act of 1964.



Reviewers also evaluate the effectiveness of agency methods and procedures to deliver USDA programs to eligible minority group participants and beneficiaries. During the on-site reviews, team members talk with minority leaders and program participants as well as with State, local and Federal officials.

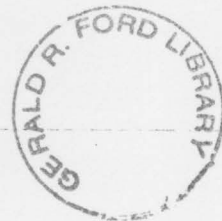
The reviews have resulted in improvements in the employment picture for blacks.

PUBLIC NOTIFICATION

In May, 1971, the Department took affirmative action to see that all eligibles, particularly minorities and disadvantaged persons, know of all USDA program benefits and are informed that the programs must be administered without discrimination. An on-going outreach effort was launched to contact "grass roots" organizations and the general public through various communication media. Consumer publications and booklets were updated and many were produced in bilingual versions for the benefit of Spanish-speaking people.

COURT ACTION - EXTENSION SERVICE PROGRAMS.

Members of the Compliance and Enforcement Staff provided substantial research assistance to the Justice Department in its civil rights suit against the Alabama Cooperative Extension Service. The Strain vs. Philpott decision in this case established legal standards for eliminating discrimination in a State Cooperative Extension Service. These standards applied particularly to certain employment practices and to the delivery of program services.



FARMERS HOME ADMINISTRATION MINORITY GROUP ACCOMPLISHMENTS - 1969 TO PRESENT:

FHA Housing Loans

The share of total lending to minority families for rural housing by U.S. Department of Agriculture's Farmers Home Administration doubled between 1968 and 1971, moving from 11 percent to 22.5 percent. In 1968, 8,074 loans were made to black families for \$52.3 million. In 1969 this increased to 9,916 loans for \$72.9 million and continued in 1970 with 13,565 for \$124.8 million. New records were set last year when dollars invested in minority housing were up 576 percent over 1968.

Loans to other minorities, including Spanish-speaking families and American Indians, exceeded 5,600 in 1971 for \$61.5 million.

The Farmers Home Administration is USDA's rural credit service.

Employment

Full-time minority employment increased 25 percent at Farmers Home Administration between Dec. 31, 1968 and Dec. 31, 1971, climbing from 405 to 510. The number of minority group county supervisors increased during that period from 25 to 59, a gain of 120 percent. The Agency now has 44 black county supervisors, 6 Spanish Americans, four American Indians, and 5 Oriental county supervisors.

Dec. 31, 1968
Total Employeed

County Supervisors

328 - Negro

11

50 - Spanish American

5

13 - American Indian

3

13 - Oriental

6

1 - Alaskan Native
405

0
25

Dec. 31, 1971

393 - Negro

44

70 - Spanish American

6

28 - American Indian

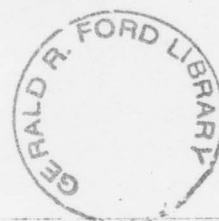
4

19 - Oriental
510

5
59

25% increase

120% increase



ASCS MINORITY GROUP OPERATIONS AND ACCOMPLISHMENTS - 1969 TO PRESENT:



Appointments - Employment

For the first time in the history of ASCS and USDA, four blacks have been appointed as County Executive Directors of ASCS county offices, one each in Alabama, Maryland, New York and North Carolina.

A former professor at Ohio State University, Dr. Howard Williams, was recruited as a staff economist at the GS-15 level.

Reuben R. Jones is the first black to be named director of an ASCS division, heading the Livestock and Dairy Division. Prior to his appointment to this post he was the first black ASCS State Committeeman in Ohio.

Since 1969 ASCS initiated a new program for training minority group personnel for posts in county offices. As of February 17, 1972, ASCS County Office Trainees (COTS) number 52, with on-the-job training in 33 States.

Since 1969 there has been an increase in minority group representation on State Committees from 10 to 12, from 6 to 7 blacks, from 1 to 3 Spanish speaking).

Training - Civil Rights

During 1971 ASCS Civil Rights awareness training sessions were conducted for about 5,000 ASCS Washington and field supervisory personnel. This program was aimed at providing: Awareness of problems minorities continue to face in employment, housing and social political aspects of their lives; a frame of reference to examine prejudices; a philosophy and guidelines for involvement and group action in clarifying the civil rights policies maintained by the President, the Secretary and the Administrator.

Special Information Activity

In addition to on-going news and visual releases to black-oriented media through Office of Information, the ASCS Information Division has, on a bi-weekly basis provided a special tape service to 34 selected, black-oriented radio stations in the Southeastern States and Texas. These programs are two minute interviews of ASCS farm program specialists, some of minority groups, on program changes and policies.

Other

During 1971, ASCS transferred several (about 14 county offices) of its bank accounts to minority owned or controlled banks in 13 States.

The Agency directed all States to comply with a directive to provide for display of non-discriminatory signs to be posted on all farms with public access agreements for hunting and fishing.

(Also see attached Employment Tables.)

AGRICULTURAL STABILIZATION AND CONSERVATION SERVICE

Comparison of Full-Time Federal Employment by Ethnic Group November 1968, 1969, 1970 and November 1971

	1968 (Nov.)	Percent of total	1969 (Nov.)	Percent of total	1970 (Nov.)	Percent of total	1971 (Nov.)	Percent of total		
Negro	309	7.39	358	8.62	373	9.16	406	10.24		
Spanish American	22	0.50	24	0.58	25	0.61	29	0.73		
American Indian	8	0.22	9	0.22	10	0.25	12	0.30		
Oriental	9	0.22	10	0.24	9	0.22	12	0.30		
Total Minority	348	8.33	401	9.66	417	10.24	459	11.58		
All Other	3,830	91.67	3,752	90.34	3,656	89.76	3,505	88.42		
Grand Total	4,178	100.00	4,153	100.00	4,073	100.00	3,964	100.00		

Equal Opportunity Priorities in Federal Employment

1. Increase substantially the number of professional minority employees, particularly at State and field offices, including District Directors.
2. Hire or promote more minority and women at GS-13 and above.
3. Upward mobility - Develop more minority and women for supervisory positions.
4. Increase minority employment to at least 15 percent of total ASCS employment.



Agricultural Stabilization and Conservation Service

Regular County Office Employment by Total,
All Other, Total Minority and Minority Groups

	1969 (Dec.)		1970 (Dec.)		1971 (Dec.)		
	Number	Percent of total	Number	Percent of total	Number	Percent of total	
Negro	289	2.06	335	2.40	358	2.63	
Spanish American	66	.47	84	.60	93	.68	
American Indian	35	.24	55	.39	51	.37	
Oriental	11	.07	14	.10	21	.15	
Total Minority	401	2.86	488	3.50	523	3.85	
All Other	13,619	97.14	13,452	96.50	13,045	96.15	
Grand Total	14,020	100.00	13,940	100.00	13,568	100.00	

Equal Employment Opportunity Priorities in County Offices

1. Increase the number of minority CED's.
2. Increase the number of minority county office employees.
3. Provide individual minority group employees with work experience in a variety of county office specialties in order to promote to higher level positions in county offices.
4. Reverse the trend toward fewer women CED's.



Appointment of Minority Employees to Supergrade Positions

Jerome Shuman	Director of Equal Opportunity	SEC	GS-17	1971
William M. Seabron	Deputy Director of Equal Opportunity	SEC	GS-16	1969
Morris A. Simms, Jr.	Deputy Director of Personnel	OP	GS-16	1971
Harry S. McAlpin	Hearing Examiner	OHE	GS-16	1971
Arthur B. McCaw	Deputy Administrator	FNS	GS-16	1969
Cornelius A. Williams	Asst. Administrator, Program and Staff Development	ES	GS-16	1970
Alfred L. Edwards	Deputy Assistant Secretary - Rural Development & Conservation	SEC	GS-17	1969



DISTRIBUTION OF FULL-TIME MINORITY EMPLOYEES BY GRADE GROUPINGS
November 1968, 1969, 1970 and 1971

	Negro				Spanish Surnamed				American Indian				Oriental			
	1968	1969	1970	1971	1968	1969	1970	1971	1968	1969	1970	1971	1968	1969	1970	1971
Total GS	4375	4070	4507	4888	1157	1005	1070	1186	295	247	284	417	411	425	429	452
GS -1	44	46	39	102	4	3	7	18	1		5	12		1	1	1
GS -2	232	182	172	219	32	29	32	60	11	6	17	43	3	3	2	4
GS -3	709	542	567	534	155	118	116	117	56	37	42	88	14	12	11	15
GS -4	810	730	744	739	246	178	164	165	64	45	45	65	28	18	22	26
GS 1 - 4	1795	1500	1522	1594	437	328	319	360	132	88	109	208	45	34	36	46
GS -5	824	739	848	915	221	147	175	183	47	33	39	56	47	36	28	27
GS -6	191	221	272	344	44	54	63	66	15	11	10	9	11	14	17	15
GS -7	740	697	765	810	221	209	225	265	36	40	47	54	40	51	55	59
GS -8	85	105	109	105	6	13	18	17		1	2	2	1	1	2	3
GS 5 - 8	1840	1762	1994	2174	331	423	481	531	98	85	98	121	99	102	102	104
GS -9	412	456	552	609	104	116	126	136	33	24	26	33	65	64	57	52
GS-10			1	1		1	1	1								
GS-11	175	179	214	248	85	91	77	83	28	36	31	32	85	105	108	111
GS-12	94	104	130	146	20	24	42	47	4	11	14	18	57	64	64	68
GS-9-12	681	739	897	1004	209	232	246	267	65	71	71	83	207	233	229	231
GS-13	39	44	62	76	16	18	19	22		3	6	4	49	44	45	53
GS-14	11	15	21	22	3	3	3	5				1	8	8	11	12
GS-15	7	7	7	11		1	2	1					3	4	6	6
GS-16	2	3	3	5												
GS-13-16	59	68	93	114	19	22	24	28		3	6	5	60	56	62	71
GS-17		1	1	2												
GS-18																
GS-17&18		1	1	2												



Accessions of Minority Group Full-Time Employees

<u>CY 1970</u>	<u>CY 1971</u>
4346 13.6% <u>1</u> /	4915 16.1%

Promotions of Minority Group Full-Time Employees

<u>CY 1970</u>	<u>CY 1971</u>
2641 33.4%*	2571 30.2%

Appointments of Minority Employees to Supergrade Positions

<u>CY 1969</u>	<u>CY 1970</u>	<u>CY 1971</u>
3	1	3 = 7

1/ Percent of Total Employment

* Percent of Minority Population



FOOD AND NUTRITION SERVICE

The Food and Nutrition Service is responsible for administering all of the food assistance programs of USDA. These include the Child Nutrition Programs, the Food Stamp Program and the Food Distribution Program.

The objectives of all these programs are providing either food or food purchasing power to needy persons and school children, many whom are members of minority groups.

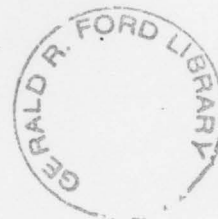
IN FY 1969, 18 million school children participated in the National School Lunch Program, one of the Child Nutrition Programs. Of that figure, 2.6 million received free or reduced price lunches. In FY 1970, 21 million participated and the number receiving free or reduced price lunches doubled. Today 8.1 million needy children receive free or reduced-price lunches under the National School Lunch program. A total of 24.9 million children participate in the program, compared with 24.6 million a year earlier.

About one million children in 7,000 schools participate in the school breakfast program. The program is spending about \$21 million compared to about 2.5 million five years ago.

The Food Assistance Program in fiscal year 1969 was 1 billion. In FY 1972 it increased to about \$4 billion. Fiscal year 1972 will be about \$4.2 billion.

The Food Stamp Program has increased from 2.8 million participants in 1969 to 4.3 million in 1970, to 9.4 million in 1971 and 11.3 million in 1972.

Food assistance programs are of direct benefit in many instances to racial minorities among the low-income population. More than half of the nutrition aides who are now giving advice and assistance to impoverished families are from minority groups.



CSRS PROGRAM OF GRANTS TO LAND-GRANT COLLEGES OF 1890 AND TUSKEGEE

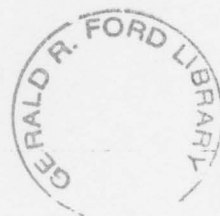
In FY 1972, \$8.883 million was appropriated for use at the 17 institutions. The formula for distribution is based on the same census information as distribution of the Hatch funds, i.e., based on rural and farm populations. A copy of the 1972 allocation is attached.

This is a 3,000 percent increase over the \$283,000 allocated in FY 1971.

A planning process has been established in each of the 16 states involved. The basic elements are research programs designed to provide a focus of efforts represented by projects to solve significant problems of rural America. The programs are developed with the assistance and concurrence of the State Agricultural Experiment Station.

Each Land-Grant 1890 institution and Tuskegee has one or more approved programs of research. The total number approved as of April 1, 1972 is 51.

Each institution also has one or more approved projects (represented by grants). The total approved projects is 56. These grants are distributed by USDA's Cooperative State Research Service.





MINORITY WHITE PAPER

The record of positive progress by the U.S. Department of Commerce in promoting minority enterprise and minority advancement within the Department is a positive record that is critically important to millions of Americans and one which has constantly enjoyed high priority in President Nixon's Administration.

The establishment of a minority enterprise effort was one of President Nixon's first official acts upon entering office. Its goal, he said, is "to bring the members of our minority groups into full participation in the American society and economy."

The President has repeatedly reaffirmed his determination that this effort shall succeed. He has said, "The ownership and successful operation of business enterprise is a traditional route to economic opportunity and independence that must be opened further to members of minority groups."

--Government grants, loans and guarantees by program agencies rose from approximately \$200 million in 1969 to \$434 million in fiscal 1971.

--SBA direct and guaranteed loans to minority enterprises increased from \$105.4 million in 1969 to an estimated \$254 million in 1971.

--The dollar value of government 8(a) procurement contracts for minority-owned business enterprises rose from \$8.8 million



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in 1969 to \$66 million in 1971.

--Minority firms received \$77.8 million in direct Federal procurement in fiscal 1971, almost ten times the \$8.2 million of the previous year.

--A total of 48 Minority Enterprise Small Business Investment Companies (MESBICs) have now been created, up 22 from a year earlier, providing a steadily growing capital base to finance new minority businesses.

--An inter-agency program has been initiated to place minority concession on Federal installations across the Nation.

--Thirty-five local community organizations, located in major cities across the country, have been financed to serve as local offices for the Office of Minority Business Enterprise.

--New programs have been launched to expand and improve technical and management assistance for minority economic development.

--In the private sector, impressive statistical progress has been recorded in franchising, dealerships, banking insurance and in a wide variety of other business and financial measurements.

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CENSUS

--Special reports "The Social and Economic Status of Negroes in the United States, 1970" issued in July 1971; "Minority Owned Businesses: 1969" issued in August 1971; "Spanish Origin Report" issued in March 1971.

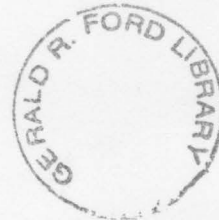
--New series "We the Black People", "We the Spanish People" and "We the Indians" are in preparation for issuance during the summer of '72.

--In the summer of 1969, anticipating the 1970 decennial Census, the Bureau initiated a Community Education Program in minority areas to allay certain reluctances toward cooperation with the enumeration process. Initially six full-time employees were assigned the task three days per month, however, this effort soon showed itself inadequate and full-time Community Educators were recruited to work with minority and ethnic groups to promote the importance of an accurate enumeration. Ultimately, the effort extended itself to a cooperative effort with members of the National Football League, civic leaders and local minority and ethnic leaders in recruitment of local enumerators, understanding of the need for the census and establishing centers where individuals were helped by volunteers in the execution of their census forms.

--The Census Bureau attended and exhibited its programs at a total of sixteen national minority/ethnic conventions in 1971 including the NAACP, the National Council of American Indians, the United Negro College Fund, and has similar plans for attendance at these gatherings in 1972.

--In the 1970 decennial census, for the first time, categories embracing additional minority/ethnic groups were added which in effect break down subgroups theretofore only referred to as "other" thereby providing data on Mexican-American, Puerto-American, etc. instead of simply Spanish-American.

--During 1968 only three offers of employment were made to minority individuals. By 1969-70 the percent of minority hired was eighteen and during 1970-71 the figure of minority hired for the Bureau was 23 percent.



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BUREAU OF DOMESTIC COMMERCE (BDC)

Minority publications produced over the past years, included Editions I through VI of "Franchise Company Data for Equal Opportunity in Business", "A Guide to Negro Marketing Information", "Bibliography on Marketing to Low-Income Consumers", and "Printing and Publishing", the Bureau's periodical which regularly carries features on "Minority Owned Printing and Publishing Firms". The seventh edition of the "Franchise Data" is in preparation for publication late in 1972.

--Beginning in the Summer of 1971 and continuing to the present BDC--in coordinating Federal civilian and military procurement activities among minority and ethnic suppliers and manufacturers has held a series of Federal seminars for minority enterprises on a nation-wide basis. The series, begun in Philadelphia and Washington, and later in New York City, are held under the auspices of the Federal procurement Task Force on Minority Business Enterprise. Thirty of the 48 seminars held in 1970 and 41 of the 58 in 1971 were minority oriented.

--BDC's 42 field offices provided extensive staff support for Commerce's MESBIC program and other OMBE programs.

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PATENTS

--Because of the nature of the work of the Patent Office, its minority activities are largely confined to the area of personnel: that is hiring and advancement policies and their accomplishments.

--In 1970, a minority employee of the Patent Office was selected Deputy Solicitor, a super grade position.

--Since November 1970 the minority employee population has increased by 1.1 percent.

--Of 329 supervisory positions, 107, or 32 percent, are minority employees.

--The number of minority employees in grade GS 12 to 18 rose from 59 in December 1966 to 109 in November 1971.

--About 90 percent of the employees receiving free, after-hours training under the "Upward Mobility" training program this year are minority employees.

--In response to a shortage of qualified patent examiners and a continuing growth of workload the Patent Classifying Aid Program attracted twelve employees, all black, on a competitive basis, nine of whom are still with the Patent Office functioning competently five grade-levels above their original jobs. Fifteen additional aid positions are scheduled for fiscal year 1972 and 20 to 25 for 1973.

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--One of the fifteen members of the Board of Patent Appeals, appointed by President Nixon and confirmed by the Senate in 1970, is black and rose to the position from his original job as an Examiner.



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NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION (NOAA)

Again, as with the Patent Office, because of the scientific nature of the NOAA program minority activities are mainly confined to personnel matters. However, NOAA is distinctive in that it employs the widest range of minority/ethnic group individuals in the entire Federal government.

In addition to blacks, and the various Spanish-American employees at the main NOAA installation, NOAA employs Eskimos, Aleuts, American Indians, and Micronesians.

Under its Alaskan native training program the various Alaskan minority members are trained to be on-the-spot meteorological observers for the National Weather Service. In addition to providing much-needed employment it has been found the program eliminates costly transfer costs.

In 1969, a Computer Operator training program was established to qualify employees in dead-end jobs at GS-7 and below for higher graded computer operator positions. Twenty-six employees have completed the six-month course; of these 15 are minority group members and 11 women.

In the Trust Territories of the Pacific, the National Weather Service's Pacific Region has a school at Truk, Caroline Islands, where Micronesians are trained as weather observers. This group now comprises 55 percent of the work force in the Trust Territories. Further, the Region conducts a program of

management training, including academic courses at the East-West Center and on-the-job experience, to enable the Micronesian observers to advance to station management of other administrative posts.

In 1969, the agency, in cooperation with the Bureau of Indian Affairs, began training American Indians as meteorological technicians in the Southern, Central, and Western Regions, where a number of Indian reservations are located near Weather Service offices. Indians are referred by the Bureau of Indian Affairs for training at the GS-2/3 entry level.

Since 1969, about 75 percent of the summer employees hired by NOAA have been minority group members. NOAA has also prepared and used extensively a Spanish-language tape-slide lecture on meteorological careers in recruiting and a similar presentation in two Indian dialects is under consideration.



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MARITIME ADMINISTRATION

Since President Nixon sent his maritime program to Congress, the Maritime Administration has had a great impact on minority hiring at all levels within the shipbuilding industry. Thus far, there have been 179 compliance reviews, revisits or pre-award reviews made within shipbuilding industries.

Minority members held 3.3 percent white collar positions in 1969 but now hold 6.1 percent; minority members accounted for only 15.7 percent of skilled construction jobs in 1969, but held 19.7 by 1972, and overall minority representation in shipyards rose from 16.9 percent in 1969 to 21.3 in 1972 while the labor markets of the major shipbuilders consisted of only 15.5 minorities.

Great progress has also been made in minority representation at the U.S. Maritime Academy among both cadets and faculty members.

During the 1969-70 recruitment drive for prospective cadets 97 Congressional nominations of black students were received of which 90 were the result of the Marad Civil Rights Office. Twenty-two of the 54 qualifying nominees were enrolled--a number exceeding the total past enrollment of minority cadets--making King's Point, among the service academies, and on a percentage basis, best represented in terms of minority cadets.

The professional staff of the academy now includes two minority teaching fellows in addition to a former Olympic track star who is on the Physical Education staff.

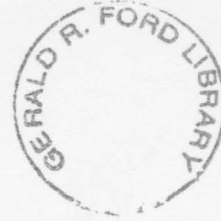
Within the Agency, the number of personnel has decreased within the past 2 years from 2,131 to 1,810. In spite of this reduction in work force, gains in minority employment continued.

By the end of 1971, approximately 24.2 percent of the Agency's work force consisted of minority group employees. Minority employment at the GS-12 and above level increased by approximately 50 percent over 1970 for a total of 6 percent.

In the Western Region a minority member was assigned as a GS-13 Area Representative--the first minority to be employed at that level in the Maritime Administration. A black woman was promoted to Civil Rights Specialist at the GS-14 level--the first black woman in Maritime to reach this grade.

The EEO affirmative action plan for agency trainee recruitment specified a goal of 10 which has already been exceeded. Fifteen trainees are currently in the program and 9 of those 15 are minority employees. At the completion of the 12-18 month training program, employees are placed in professional target positions.





BUREAU OF INTERNATIONAL COMMERCE

BIC participates in the MUST (Maximum Utilization of Skills and Training) program to help minority employees upgrade themselves. The MUST program, however, is now being supplemented by the Public Service Careers Program, which puts greater emphasis on minority personnel recruitment. In fiscal 1971, ten clerk-typists were recruited by BIC under this program, which is also designed to increase advancement opportunities for low-level employees by a combination of on-the-job and classroom training.

For grades GS-7 and below, BIC participates in the Upward Mobility program, in which the employee development branch surveys skills not being used in present positions, so that these skills may be enhanced and used by the employees in better jobs.

BIC is also involved in the Federal Junior Fellowship program whose objective it is to help bright, economically disadvantaged youths by guaranteeing them meaningful jobs and training during the summer and other vacation periods during their college years.

Candidates must be in the upper 10 percent of their high school graduating class and must have been accepted by an accredited college or university; must need financial assistance and must want to study in a field in which the Department has a "long-range need." In past years, Fellows have worked in Office of International Trade Promotion, BIC; Office of the Director, BIC.

Two Federal Jr. Fellows have been placed in BIC this year.

BIC is also involved in the Collegiate Fellow Program and is currently working with its fourth group of Federal City College students.

The BIC Collegiate Fellows Program employed five minority personnel in 1970 and five more in 1971. It has been so successful that BIC will continue with ten positions in 1972.

The work-study program, begun in Spring 1971, gives black collegians a chance for work experience to reinforce their classroom work. As Trade Assistants, the Fellows, juniors or seniors majoring in business or economics, work up to 20 hours a week while in school, and full time during breaks and holidays.



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ECONOMIC DEVELOPMENT ADMINISTRATION

The Economic Development Administration staff, as of March 31, 1972, included 291 members of minority races. Of these, 55 were professionals, 49 of them with Civil Service ratings of GS-11 or above.

Three black members of EDA's staff have been recognized for their outstanding performances of their duties: They are:

--Barbara A. Walker, who has received incentive awards for her performance in the Office of Chief Counsel and on the staff of the Office of the Deputy Assistant Secretary for Economic Development. Mrs. Walker was appointed Deputy Director, Office of Civil Rights (GS-14) in June 1971.

--Leon T. Douglas, a former Project Review Specialist in the Office of Public Works, was named Deputy Chief of Urban Projects Division, Office of Technical Assistance in October 1971. In March 1972 he was promoted to Chief of the Urban Projects Division, (GS-15).

--Hubert Taylor was employed by EDA on February 23, 1969 as Deputy Program Manager for Oakland, California. He was reassigned to the position of Economic Development Representative (GS-14), for Oakland in March 1971 and in April received a quality step increase "for his effectiveness in managing one of the agency's most difficult and complex urban programs." In September of 1971 Taylor received the Commerce Department's Silver Medal for his outstanding contributions in connection with the Seventh St. Marine Terminal project--a \$10 million EDA investment.



EDA's Southwestern Regional Office at Austin, Texas, has taken a leading role in the agency's support of President Nixon's Sixteen-Point program of assistance to the Spanish surnamed. An Affirmation Action Program incorporating the Austin plan includes a policy "to endeavor to promote from within and to hire qualified Spanish surnamed persons to levels of at least 20 percent of the total complement." Currently, the Austin Regional Office has a complement of 74 persons of whom six have Spanish surnames.

EDA has approved several projects which are expected to play key roles in the revitalization of inner-city areas of Washington, D.C.

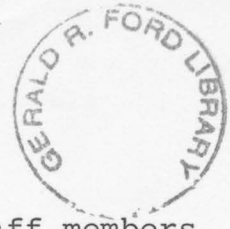
The top projects which received EDA assistance in the District totaled more than \$12.5 million in grants and loans.

Some examples include:

--A \$1,440,500 grant to help Community Group Health Foundation, Inc., build a health center to service 20,000 residents of Upper Cardozo, a low-income minority-race area lacking medical facilities. The Foundation will match the EDA grant to complete the total cost of the center.

--\$7,593,000 in grant and loan funds were approved on June 7, 1971 to help Peoples Involvement Corp., build a community-owned 168-room hotel on Georgia Avenue. The hotel will employ 200 persons and will be located next to the Howard University Campus.

--A \$1,906,500 grant and a \$1 million loan were approved to help the National Children's Center build a new \$3.8 million facility at 6200 2nd Street, N.W. The center will expand its



programs for handicapped, employ an additional 108 staff members and train 130 young people annually as child-care specialists. The trainees will be recruited from the Shaw Neighborhood and the Special Impact Area. They will be given assistance by the center in obtaining employment in the Washington area.

In addition, a \$2,366,650 business loan was made to help All-Pro Development, Inc., Pittsburgh, Pa., establish 19 fast-food restaurants to be owned and operated by blacks in Chicago, Cleveland and New York, with eight of the restaurants to be established in Washington. Inner-city residents will benefit through employment at the restaurants as well as through service.

Indian Program

The purpose of EDA's Indian program is to focus attention on the economic development of the Nation's Indian reservations. In one phase of the program, about 2,300 people are employed in 32 industrial parks established with EDA financial assistance. Of the total number, 2,085 jobs are held by Indians.

Since 1969, EDA investments in support of the Indian economic development program total more than \$70 million, of which \$15 million is included to date in fiscal 1972. It is anticipated that \$25 million will be approved by EDA this fiscal year to help the tribes create employment and increase incomes.

EDA's comprehensive Indian program starts with planning that involves tribal members and helps to assure orderly growth. Perhaps more significant, however, is the training of Indians to serve as professional economic development planners.



The EDA Indian program is coordinated by a headquarters staff of nine persons that includes two Indians. They are Ronald L. Esquerra, of the Chemehuevi Tribe of Arizona, Deputy Director, and Wilbur Paul, Jr., of the Blackfeet Tribe of Montana, Program Officer.

--Since June 1970, EDA has approved more than \$2 million to aid the Lummi Indian Tribe, Washington state, plan and initiate a tidelands fish farm. A \$1.5 million EDA grant helped the tribe build dikes, intake and outlet structures and related facilities for an oyster and fish-rearing farm.

--A \$1,074,000 grant was approved in April of 1971 to help the Seminole tribe of Florida develop an industrial park and tourist camp site.

--A \$1,070,000 grant and a \$462,000 loan were approved in June of 1971 to help the Nez Perce Tribe of Idaho build a tourism complex, including a museum and motel near Orofino. The project is expected to provide jobs for 100 Indians and enable the Nez Perce Tribe to share in the benefits of tourism development of the Dworshak Reservoir.

--A \$684,000 grant was approved in March of 1971 to help the Navajo Tribal Utility Authority enlarge the water system at Shiprock, New Mexico, with the expectations that some 600 new jobs will be generated.

--A \$606,000 grant was approved in April 1971 to help the Mississippi Band of Choctaw Indians develop an industrial park.

--A \$535,200 grant was approved in October of 1971 to help the Red Lake Band of Chippewa Indians expand their sawmill and build a planer mill at Redby, Minnesota.

--A \$1,499,880 grant was approved in March of 1971 to help the Navajo Tribal Utility Authority install water and sewer systems for Tsaile, Arizona, the site of Navajo Community College and a "new town."

Technical Assistance

EDA's technical assistance program is playing a key role in helping to open the doors of business management and ownership to members of minority races. The program reached a high point in fiscal 1971 when the agency approved \$9,654,158 in technical assistance for 161 projects for minority groups--blacks, American Indians, Orientals, Alaskan Natives, Mexican Americans and Puerto Ricans.

Diversity is the feature of EDA technical assistance, especially in relationship to the Nation's minority groups. The program ranges from feasibility studies for specific projects to activities that are national in scope.

Public Works Programs

EDA makes public works loans and grants to help create jobs in areas with high unemployment and low family income. A large percentage of these areas have high concentrations of minority groups, especially in the ranks of the unemployed and under-employed.



A basic requirement of many areas eligible for EDA financial assistance is a skill-training center. The agency has approved grants to help build a number of such centers to help the unemployed prepare for new and better-paying jobs and help create a supply of trained manpower for new and expanding industry. EDA grants for skill centers include:

--\$5,823,480 to help Essex County, New Jersey, build a 1,500-student-capacity facility to train the long-term unemployed and underemployed from the core area of Newark.

--\$4,584,800 to help the Puerto Rico Department of Education build a vocational-technical school in San Juan.

--A \$1,845,600 grant to help the Seattle Opportunities Industrialization Center, Inc., build a facility to train 2,000 persons annually.

In Alaska, native groups have received EDA public works funds to help expand and strengthen the fishing industry. These projects involve grants and/or loans amounting to nearly \$2 million dollars.

Business Loans Program

A number of business development loans have been approved by EDA in support of minority enterprise and to help create new jobs in economically lagging communities.

Several loans have been approved for minority firms and others have been approved to help expand or establish job-generating plants in minority communities. EDA business loans



for minority firms total nearly \$1,400,000 and include companies in the Watts community of Los Angeles; Camden, New Jersey; and Chicago.

Among EDA loans to help establish or expand businesses with members of minority groups listed as the principal beneficiaries of new jobs are:

--\$487,500 to help Chicago M. A. P., a tent-manufacturing firm, expand and create 146 new jobs in the Lawndale community of Chicago.

--\$130,000 to help Varadyne Industries, Inc., establish a plant to produce business machines and employ 250 persons in the Watts area of Los Angeles.

--\$2,070,350 to help the Gillespie Furniture Company, Inc., expand a furniture-manufacturing plant and create 216 new jobs in the Watts community.

--\$1,572,567 to help Sucesores De Abarca, Inc., expand a steel foundry and create 148 new jobs at Bayamon, Puerto Rico.

--\$5,850,000 to help the Seatrain Shipbuilding Corporation establish a civilian shipbuilding facility in Brooklyn Navy Yard. The firm is employing 1,100 persons and anticipates a work force of 3,000 by the end of October 1972. Most of the employees are from the minority communities in the Navy Yard area.





OFFICE OF MINORITY BUSINESS ENTERPRISE

Since OMBE was formed by President Nixon in March of 1969, total Federal expenditures in support of minority business enterprise have risen from about \$200 million in 1969 to \$572 million in fiscal 1971 and are expected to exceed \$700 million in fiscal 1972.

The Minority Enterprise Small Business Investment Company program (MESBIC), developed by OMBE and SBA in 1969, has initiated the development of 48 MESBICs by the private sector with capitalization from private sources of nearly \$15 million. Because of the unique structure of a MESBIC this total capitalization can be leveraged 15 times, providing as much as \$225 million in potential minority loan funds. This is a continuing program with additional private sector groups currently being considered for MESBIC licensing.

The OMBE-inspired joint government/private sector minority bank deposit program sought to increase deposits in minority-owned banks by \$100 million in one year. New deposits to date have reached \$195.7 million.

OMBE initiated a national program to place minority concessions in Federal installations and this program has resulted in 26 such minority concessions so far, with a total of 30 expected by the end of fiscal year 1972.

OMBE initiated a census of minority businesses in the first such research of its kind undertaken by government which was produced in 1971, based upon 1969 figures. This will be repeated in 1972 to measure progress to date.

Under its expanded program, which received Congressional approval for OMBE to provide grant and contract funds in support of minority enterprise for the first time, OMBE has funded 84 organizations to provide business assistance services to minorities in approximately 50 cities, at an expenditure to date of nearly \$18 million. This assistance is expected to reach 100 cities by the end of next year.

OMBE has been instrumental in organizing a National Minority Marketing Council comprised of leaders from corporate industry, industry associations, and national minority business development organizations in the latter part of April. This council will develop and encourage ways to increase opportunities for minority-owned firms to market goods and services to corporate industry.



April 1972

HEW Civil Rights Activities



The Department of Health, Education, and Welfare's civil rights activities extend far beyond its best-known enforcement of Title VI of the Civil Rights Act of 1964. Here are some examples:

Establishment of an Office of Health Manpower Opportunity in the Bureau of Health Manpower Education, National Institutes of Health. The Office is to assist disadvantaged young people enroll in training programs for the health professions and provide about \$5 million in grants to schools to increase the chances of success for such students.

Utilization of a Center for Minority Group Mental Health Programs within the National Institute of Mental Health to serve as a focal point for NIMH activities which have an impact on minority groups.

Creation of the Office of Special Concerns to coordinate the Department's efforts on behalf of racial minority groups, women, migrant workers, and other groups.

Administration of the second phase of the Emergency School Assistance Program (under a continuing resolution in the amount of \$62 million) to meet the needs of school districts desegregating in the fall of 1971. Because the regulations under the ESAP program prohibit such practices as illegal transfer of public school property, discrimination against minority group teachers, teacher segregation, and in-school discrimination, pregrant negotiations under the program brought about a large amount of compliance in addition to that achieved under Title VI or individual court orders.

A special effort to increase funding of developing institutions of higher education, including the Nation's 111 colleges founded for blacks. During the last academic year, such institutions received \$125 million, or 3.4 percent of all Federal aid to higher education, a 16 per cent increase over the previous year. This amount will exceed \$200 million in fiscal year 1973.

Enforcement of Executive Order 11246, which requires affirmative action to overcome and prevent discrimination based on race, color, national origin, religion or sex among HEW-assisted contractors. Under the Executive Order the Department monitors compliance with the Philadelphia Plan and other "hometown" minority hiring plans in the construction trades, as well as reviewing colleges and universities throughout the Nation.

Special attention to the Upward Mobility Program within the Department and the Department's equal employment opportunity program in HEW installations throughout the Nation.

Increased planning and evaluation of the impact of HEW's grant programs on minority groups and the disadvantaged, including increasing the amount of racial and ethnic data collected about beneficiaries of the Departments programs.

An increase in the bilingual education program in the Office of Education, from \$25 million to \$35 million. The figure proposed for Fiscal 1973 is \$41 million.

Initiation of a program to encourage HEW grantees and insurance companies participating in Medicare to deposit funds in minority-controlled banks to reach a goal in one year of \$7 million.

Initiation of a permanent Women's Action Program to monitor the Department's impact upon women and its employment opportunities for women.

A continuing effort to seek out minority enterprises in Department procurement.

The awarding of \$1.6 million in grants by the Social and Rehabilitation Service in the Department for 23 colleges and universities founded for blacks to train social workers.

The opening of more than 80 "metropolitan branch offices" by the Social Security Administration to serve inner city neighborhoods throughout the Nation.

The training of more than 10,000 neighborhood workers in community action programs throughout the Nation to acquaint the persons they work with of Social Security benefits.



HEW NEWS

U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
Office of the Secretary
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FOR RELEASE IN A.M. PAPERS
Thursday, January 13, 1972

The 11-State South for the first time has a smaller number and percentage of Negro students isolated in 100-percent minority schools than has the North, Secretary of Health, Education, and Welfare Elliot L. Richardson said today.

The South last year surpassed the North in the number of Negro pupils attending majority white public schools and has continued to widen the gap this school year.

Secretary Richardson said:

"The only measure of desegregation enforcement is results. It cannot be measured by a level of rhetoric or the amount of money cut off from financially distressed school systems. It can be measured only by the persistent fulfillment of our legal and educational mandate--the elimination of dual schools based on race. And on that score, this Administration has a documented record of solid performance."

HEW conducted comprehensive national surveys in 1968 and 1970 with more limited surveys in 1969 and 1971. Projections based on the limited survey of 1971 of racial data underscore extensive changes, almost all of them in the South, since 1968.

For example, 2,000,486 Negro pupils were in 100 percent minority schools in the 11-State South in 1968, representing

68 percent of the total Negro pupils in the region. For the current school year, the projection shows that only 290,390 Negro students, representing 9.2 percent of the total in the region, are in all-minority schools.



By way of regional contrast, an estimated 325,874 Negro pupils representing 11.2 percent of the total in 32 Northern and Western States remain in all-minority schools, substantially unchanged from last year. In the continental United States, 11.6 percent of Negro students, or 778,832, are in all-minority schools compared to 39.7 percent or 2,493,398 in 1968.

In the six border States and District of Columbia, an estimated 24.2 percent or 162,568 Negro students are in all-minority schools, a number showing relatively little change since 1968. With the predominantly black District of Columbia enrollment excluded, the six border States still have approximately 21 percent or 115,052 black students in all-minority schools.

The statistics, collected by HEW's Office for Civil Rights and compiled by an independent contractor, show that an estimated 55.6 percent Negro pupils in the United States are in majority white schools, 27.8 percent in the North and West, 43.9 percent in the 11-State South, and 30.5 percent in the six border States and District of Columbia.

In the South, this figure rose from 18.4 percent in 1968 to 39.1 percent in 1970 and to an estimated 43.9 percent in the current school year.

The South has also progressively reduced the number of Negro pupils in schools 80 to 100 percent minority, down from 78.8 percent in 1968 to 39.4 percent in the 1970-71 school year, to 32.2 percent this year.

Relatively little desegregation change is shown in the past year for minorities other than Negro.

In Southern school systems surveyed where the school population is made up mostly of white students, two thirds (67.9 percent) of all Negro students in those districts attend majority white schools. Conversely, in Southern school districts having mostly minority students, where white students constitute the "local minority," nearly half (48.8 percent) of all white children attend schools more than 50 percent minority in makeup. More dramatically, there are virtually no all-white school enrollments remaining in these districts today. Only 0.3 percent of the white pupils in predominantly minority districts attend all-white schools. More than one third of all Negro students in the South today live in school districts that are predominantly minority in their school enrollment.

Explanation of Report on Negro Pupils by Geographic Area
Comparing Fall 1971 Projections with Final Fall 1968 and 1970 Data

The attached table was constructed by using the data provided by 2,698 districts reporting in 1971, and then adding the 1970 data from those districts not reporting in 1971 but

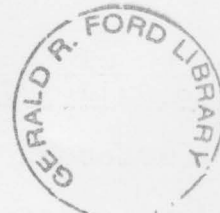


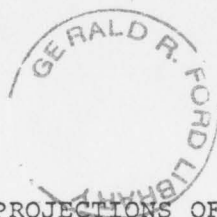
surveyed in 1970. All data was then weighted to give national representation.

Of the 43 million pupils represented by our 1970 data, OCR received 1971 data representing 20 million pupils. For the projection, OCR assumed no change in the districts which were represented in the 1970 survey, but not included in the preliminary results of the 1971 survey.

Of the 6.7 million Negroes represented in the data, OCR received 1971 data representing 5.0 million Negroes. A third national survey comparable in scope to those conducted in 1968 and 1970 is planned for 1972.

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DHEW Office For Civil Rights

FALL 1971 ESTIMATED PROJECTIONS OF PUBLIC SCHOOL NEGRO ENROLLMENT COMPARED WITH FINAL FALL 1968 AND 1970 DATA *

GEOGRAPHIC AREA	TOTAL PUPILS	NEGRO PUPILS NUMBER PCT		NEGRO PUPILS ATTENDING SCHOOLS WHICH ARE:							
				0-49.9% MINORITY		80-100% MINORITY		100% MINORITY			
				NUMBER	PCT	NUMBER	PCT	NUMBER	PCT		
<u>CONTINENTAL U.S.</u>											
1968	43,353,568	6,282,173	14.5	1,467,291	23.4	4,274,461	68.0	2,493,398	39.7		
1970	44,877,547	6,707,411	14.9	2,223,506	33.1	3,311,372	49.4	941,111	14.0		
1971 est.	44,691,675	6,724,956	15.0	2,393,824	35.6	3,084,785	45.9	778,832	11.6		
Diff. 70-71	- 185,872	17,000	0.1	170,318	2.5	- 226,587	-3.5	- 162,279	-2.4		
(1) <u>32 NORTH & WEST</u>											
1968	28,579,766	2,703,056	9.5	746,030	27.6	1,550,440	57.4	332,408	12.3		
1970	29,451,976	2,889,858	9.8	793,979	27.5	1,665,926	57.6	343,629	11.9		
1971 est.	29,299,586	2,913,047	9.9	810,895	27.8	1,664,771	57.1	325,874	11.2		
Diff. 70-71	-152,390	23,189	0.1	16,916	0.3	-1,155	-0.5	-17,755	-0.7		
(2) <u>11 SOUTH</u>											
1968	11,043,485	2,942,960	26.6	540,692	18.4	2,317,850	78.8	2,000,486	68.0		
1970	11,570,351	3,150,192	27.2	1,230,868	39.1	1,241,050	39.4	443,073	14.1		
1971 est.	11,551,697	3,139,436	27.2	1,377,847	43.9	1,010,558	32.2	290,390	9.2		
Diff. 70-71	-18,654	-10,756	0.0	146,979	4.8	-230,492	-7.2	-152,683	-4.9		
(3) <u>6 BORDER & D.C.</u>											
1968	3,730,317	636,157	17.1	180,569	28.4	406,171	63.8	160,504	25.2		
1970	3,855,221	667,362	17.3	198,659	29.8	404,396	60.6	154,409	23.1		
1971 est.	3,840,392	672,473	17.5	205,082	30.5	409,456	60.9	162,568	24.2		
Diff. 70-71	-14,829	5,111	0.2	6,423	0.7	5,060	0.3	8,159	1.1		

(1) Alas., Ariz., Cal., Col., Conn., Ida., Ill., Ind., Iowa, Kan., Maine, Mass., Mich., Minn., Mont., Neb., Nev., N.H., N.J., N.M., N.Y., N.D., Ohio, Ore., Pa., R.I., S.D., Utah, Vt., Wash., Wis., Wy.

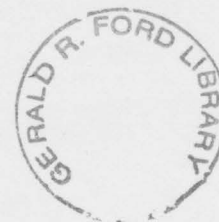
(2) Ala., Ark., Fla., Ga., La., Miss., N.C., S.C., Tenn., Tex., Va.

(3) Del., D.C., Ky., Md., Mo., Okla., W.Va.

* 1971 figures are estimations based on latest available data and are subject to change upon final compilation.

1/72

TOWARD EQUAL OPPORTUNITY:
A U.S. LABOR DEPARTMENT REPORT



- I. Equal access to job opportunities, unimpeded by discrimination based on race, sex, color, religion or National origin, is guaranteed by law and by Executive Order (11246) to all Americans. The Labor Department's Office of Federal Contract Compliance is charged with primary responsibility for insuring that equal employment opportunity requirements are met in all Federally funded contract work.
- A. Efforts to assure equal employment opportunities to minority workers in the construction industry have accelerated since 1969.
1. In September 1969, the Revised Philadelphia Plan was launched, setting goals and timetables for employment of minorities in six high-paying construction trades in a five-county area over a four-year period.
 2. In 1970, "hometown plans" to assure equal opportunities to minorities in construction were negotiated in 16 cities. These plans represent voluntary minority-hiring agreements developed by contractors, unions and minority group interests. In addition, a Philadelphia-type plan was imposed in Washington, D.C.

3. As of April 7, 1972, there were 45 voluntary "hometown" plans in operation, plus five plans imposed by the Labor Department and one court-imposed plan.

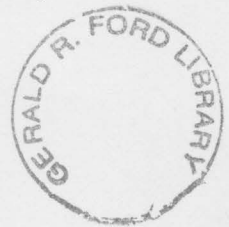
a. 40 of these plans incorporate equal opportunity bid conditions that set forth affirmative action requirements for employing minorities in Federally-involved contract work.

b. Labor Department-funded training programs are operating in conjunction with the plans in 15 cities.

4. Federal construction contractors covered by the Philadelphia Plan exceeded their minimum minority hiring goals during 1971. Minorities worked 165,802 manhours, 13.4 percent of the total 1,233,378 manhours worked on Federally aided construction projects in 1971. This surpasses the minimum average percentage goal of 9.8. Five of the six covered crafts exceeded their minimum minority employment goals.

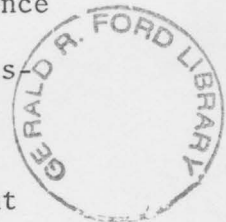
B. Efforts to assure equal employment opportunities to workers outside the construction industry have also intensified.

1. In February 1970, the Secretary of Labor issued regulations specifying affirmative action requirements for



achieving equal job opportunity for minorities in all Federally-involved contract work outside the construction industry.

2. In December, 1971, these regulations were broadened to include women. The revised order requires affirmative action programs for the employment of women among Federal contractors and subcontractors in all industries other than construction.
 3. In October, 1971, regulations were issued barring government contractors from using tests or other selection methods that discriminate against minorities or women. Any Federal contractor or subcontractor using tests to select persons for hire, transfer, promotion, training, or retention must have evidence available showing that the test is not used to discriminate against minority persons or women.
 4. Proposed guidelines for promoting equal employment opportunity without regard to religion or national origin in Federally-involved contract work were issued in December 1971. OFCC is currently evaluating comments received from the public preparatory to issuing final guidelines.
- C. Enforcement activities have been stepped up.



1. The budget for OFCC in FY 1972 is almost triple the budget for FY 1969.
 - a. In FY 1972, OFCC was budgeted for \$2,573,000.
 - b. In FY 1969, its budget was \$890,000.
2. Two Philadelphia area contractors have been debarred from receiving further Federal contracts because they failed to make good faith efforts to meet their commitments to hire minority workers under the Philadelphia Plan.
3. As of March 1972, notices had been issued to 850 contractors asking them to show cause why sanctions should not be invoked against them for failure to meet the EEO requirements of E.O. 11246. This represents a sharp acceleration. Through August 1970, only 30 show cause orders had been issued.



II. The Department's Manpower training programs are designed to provide skill training and work experience to those who need such services.

A. The number of minority group members enrolled in manpower training programs has increased 39 percent between 1969 and 1971.

1. In 1969, minorities constituted 668,700 or 67 percent of the 998,000 participants.

2. In 1971, minority group members totaled 927,700 or 69 percent of the 1,340,000 participants.

B. Funding of traditional manpower training programs between FY 1969 and FY 1972 increased 68%.

1. In FY 1969 the budget for MA programs was \$1 billion.

2. In FY 1972 it was \$1.7 billion including \$200 million for the Job Corps which was transferred to the Labor Department in 1969.

C. Minority group members represent 32 percent of the first 90,000 persons hired under the Public Employment Program created by the Emergency Employment Act of 1971.

D. Minority organizations are playing a major role in preparing minorities for and placing them in productive employment. Four major minority organizations, for example, have received approximately \$115 million in Federal contracts over the past three years to provide manpower services primarily to minority group members.

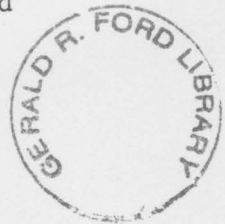
1. From FY 1969 through FY 1972, the National Urban League has provided job placement, job training and apprenticeship preparation services for 20,400 disadvantaged minorities under contracts totaling \$24 million.



2. In the past three years, the Opportunities Industrialization Centers (OIC) have developed thousands of jobs and placed 25,000 disadvantaged minorities providing some of them with job counseling, training and supportive services under contracts totaling \$66.7 million
3. Operation SER has received nearly \$20 million in contracts over the past three years to bring manpower programs and related services to the Spanish-speaking. Operating mainly in the Southwest, SER received contracts totaling about \$5.5 million in both 1969 and 1970. Last year, Operation SER was awarded an \$8.6 million contract to provide nearly 2,500 unemployed and underemployed persons with job preparation, skill training and job placement.
4. The Workers' Defense League has received over \$4.5 million in Federal funds since August 1969 to recruit and prepare minority applicants for apprenticeship tests in the building and construction trades.
 - a. It has placed 2,300 apprentices.
 - b. It has provided journeyman skill-upgrading for 600 construction industry workers leading to full journeyman status.



- E. Since 1970, the Manpower Administration has encouraged program contractors and grantees to deposit a portion of the Federal funds they receive in minority-owned or controlled banks. At the end of 1971, \$17.3 million in deposits were on hand in 34 minority banks in 19 States and the District of Columbia.
- F. In addition to the regular Neighborhood Youth Corps and Job Corps programs, special efforts have been made to increase the exposure of minority young people to the world of work.
1. 30 Mexican American youths from the Southwest worked in paraprofessional positions at various Federal agencies in the Washington, D.C., area during the summer of 1971 under the Department of Labor funded LULAC Summer Intern Program.
 2. A special project to broaden the job horizons of minority junior high school girls through exposure to successful career women was begun in September 1970 in Oakland, California.
 3. A 2-day meeting for economics professors from 16 predominately black colleges was held last October to provide information about career opportunities with the Bureau of Labor Statistics and the qualifications that college graduates need.



G. The number of Spanish-speaking participants in manpower training programs has risen steadily each year. Emphasis on recruiting such participants and in developing bilingual and bicultural projects has increased. During FY 1971, there were about 216,000 first-time enrollees with Spanish surnames in manpower programs.

1. Through its Basic Occupational Language Training course, the Puerto Rican Forum is training Spanish-speaking citizens in New York City in "survival English". Begun as a demonstration project in 1968, it has provided English literacy training to 600 workers in numerous occupational areas.
2. The national Job Corps is stepping up its efforts to provide bilingual, multi-cultural programs to better meet the special needs of Spanish-speaking youth. To date, seven centers either have or are moving toward total bilingual programs. One residential manpower center is conducting a bilingual program; two centers have pilot bilingual programs, and four urban Job Corps centers have bilingual programs in various stages of development. The four urban centers are expected to be offering total bilingual programs by mid-1973.

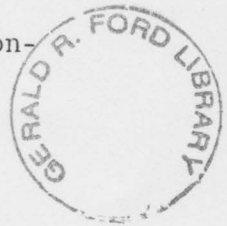


H. To enhance equal employment opportunities for Spanish-speaking Americans, the Department on April 12, 1971 announced it has set aside an additional \$7 million for immediate application in the first step of a plan to improve employment and participation of this ethnic group in manpower programs. The funds include:

1. \$2 million for the American G.I. Forum to serve Spanish-speaking veterans.
2. \$2.5 million to fund extensive language training through Spanish-speaking organizations.

I. A \$20 million program to help 5,800 migrant farm workers "settle out" of the migrant stream was announced in June, 1971.

1. Projects providing training and services to migrants are operating in 9 States.
2. The \$3.1 million educational and skill training contract in California is administered by the Deganawidah-Quetzalcoatl University at Davis.



- J. To help lower-paid Federal, State and local government employees in the Southwest get training to move up the job ladder, the Labor Department allocated \$432,000 in 1971 to the U.S. Civil Service Commission for a training school in San Antonio. Most of the 900 employees served annually are Spanish-speaking.
- K. To identify the special manpower needs of Spanish-speaking Americans, a Labor Department study group consulted with employment security officials, vocational educators, manpower program officials, and representatives of community organizations and local school systems in 22 cities in the U.S. and Puerto Rico during 1971. The group's findings will serve as a guide in developing new and more effective ways of meeting the employment and related needs of Spanish-speaking citizens.



L. Apprenticeship programs aim to provide systematic on-the-job training to young people desiring careers in skilled trades and crafts.

1. The number of minority youth enrolled in apprenticeship programs serviced by the Bureau of Apprenticeship and Training increased 73% in the two and a half years between January 1969 and July 1971.

a. In January, 1969, there were 11,000 minority apprentices; by July, 1971, the number had risen to 19,000.

b. Minority youth represented 9.8 percent of all apprentices in 1971; 6.6 percent in 1969.

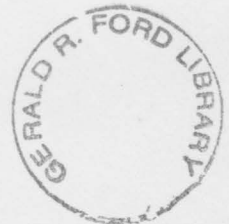
2. The Apprenticeship Outreach Program, designed to recruit minority young people and prepare them to pass apprenticeship entrance exams, placed 12,386 minority youths as apprentices between January 1969 and December 1971.

a. In 1969, 3,308 minority youths became apprentices through the program; 3,060 in 1970, and 6,018 in 1971.

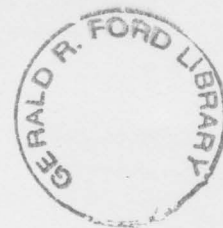
b. The Apprenticeship Outreach annual operating budget was \$10.9 million for Fiscal 1972, up from \$7.5 in Fiscal 1971.



3. Efforts to upgrade the skills of experienced minority workers in the building and construction trades have accelerated.
 - a. More than \$7.2 million were allocated to the program in FY 1971 to upgrade the skills of 4,900 workers.
 - b. For FY 1972, the amount was increased to \$10.9 million.
 - c. During calendar 1971, 7,832 building trades workers participated in the program.
4. The 36 Apprenticeship Information Centers placed over 6,200 minority young people in apprenticeships in the skilled trades between January 1969 and December 1971. During the same period, the centers provided a variety of manpower services to 52,750 minorities.
 - a. In 1969, the centers served 14,845 minorities and placed 1,837 in apprenticeships;
 - b. In 1971, they served 19,927 minorities and placed 2,982 in apprenticeship.
 - c. Total annual budget for all centers combined is about \$1.3 million.



5. Revised equal employment opportunity regulations for apprenticeship were issued April 8, 1971.
 - a. The regulations require program sponsors to take positive steps to ensure full utilization of minorities in apprenticeship programs.
 - b. They require an aggressive outreach-recruitment effort.
6. As part of the effort to expand employment opportunities for women in skilled occupations a special apprenticeship outreach program, "Better Jobs for Women", was launched in Denver in 1971. More than 30 minority women have been prepared for and placed in skilled jobs under the program. In addition, over 100 women, most of them minorities, found better jobs through the program.



III. The Federal-State Employment Security system has increased its efforts to serve the needs of minority clients.

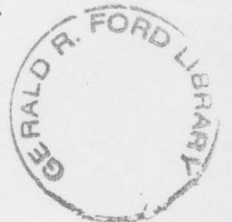
A. In the Spring of 1970, the Manpower Administration adopted a policy calling for matching the minority group composition of local employment service staffs with local population patterns. The matching was to apply to all categories of jobs and each State agency was asked to develop a 2-year plan of action to translate policy into goals and timetables.

1. In 1971, 12,000 or 17 percent of 71,800 E.S. employees were minority group members.
2. In 1969, minorities totaled 14 percent or 9,000 out of 63,400 staffers.
3. The Spanish-speaking professional staff in E.S. offices increased to over 2,000 in 1971, up from 800 in 1970.

B. A Mexican-Spanish version of the General Aptitude Test Battery was developed to provide E.S. offices in the Southwest with a better means of measuring the abilities of Spanish-speaking job seekers.

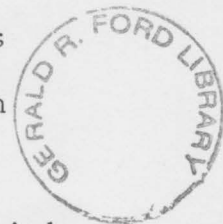
C. A Nonreading Aptitude Test Battery has also been developed to test occupational aptitudes of non-readers or persons with reading difficulties.

D. Spanish-language career guidance leaflets developed in 1970 by State E.S. services provide information about local job markets, wage rates, hours, duties, and how to get help in finding a job. They are available for more than 35 occupations.



IV. The Department of Labor leads all Cabinet-level Departments in both the percentage of total minority employment and the proportion of minorities in top jobs.

- A. In an effort to create "an equal employment opportunity program that will serve as a model for other government agencies and private industry," the Department's equal employment opportunity activities have been restructured and centered around a high-level EEO staff. A full time director, Mrs. Velma McEwen Strode, was named to head the program.
- B. Minorities made up 30 percent of the Labor Department workforce in November 1971. Out of 12,160 employees, 3,672 were minorities. In May 1969, 2,550, or 27 percent, of the Department's 9,461 employees were minority group members.
- C. Minority employment in mid and upper-level positions (GS grades 9 through 18) has increased 72 percent in the 2 1/2 years between May 1969 and November 1971.
1. Total employment in these grades in the same period increased only 33 percent.
 2. Minorities occupied 17 percent of the positions at GS 9 and above at the end of November 1971 as follows:
 - 8.3 percent of supergrade positions, grades 16-18;
 - 12.2 percent of middle management positions, grades 13-15;
 - 20.5 percent of mid-level professional positions, grades 9-12.



V. Minority women have long born a double burden of discrimination.

In the last three years, the Women's Bureau has directed special attention towards improving job opportunities for minority women.

A. The Bureau has been involved in an extensive project to improve the status of private household workers, most of whom are minority women. The project has included research and development of career ladders to move private household workers up into better-paying jobs with further opportunities for advancement. The Bureau has also provided advisory services to individuals and groups interested in establishing training programs for household workers.

B. Bureau representatives have been working with community groups in an effort to improve local job opportunities for minority women.

1. An information and vocational counseling service for Spanish-speaking women and girls was established in Albuquerque, New Mexico, through the efforts of the Women's Bureau.
2. A centralized program of training and employment opportunities primarily for Spanish-speaking and black women in the Miami-Dade area of Florida, is being developed by the Women's Bureau working with community volunteers.



3. A project to assist with counseling and job development for black women laid off by a plant closing in Memphis, Tennessee, is being carried out by the Bureau and community volunteers.
4. Consultations were held with Spanish-surnamed women in Phoenix, Arizona, black women in Atlanta and American Indian women in Chicago to **provide** the women with an opportunity to become familiar with Federal and State laws prohibiting discrimination in employment and to work together toward common goals.



VI. The Department's Public Information Program makes a special effort to keep minority citizens informed of programs and developments within the Department that are of significance to them.

A. Two weekly newspackets present a summary of news developments of special interest to minorities.

1. Noticias de la semana, aimed at Hispanos was inaugurated in January 1971. It is distributed to about 250 Latino newspapers and radio and TV stations. In addition, it is sent to several hundred national and community organizations.

2. Black News Digest is sent to nearly 400 black news media outlets, plus community organizations and individuals around the country. In 1970, the publication's name was changed from News Digest to Black News Digest to flag the service for black readers.

B. Efforts to produce publications of special interest to minorities have increased.

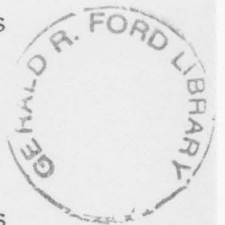
1. In 1970, the Manpower Administration compiled and published a 255-page Directory for Reaching Minority Groups.

2. The Bureau of Labor Statistics has produced two Chart books on Black Americans presenting social and economic statistics.

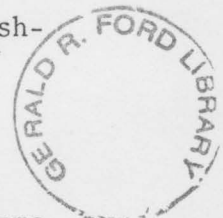
a. Black Americans: A Chartbook (1971) dealt with migration and population, employment and unemployment, income, family, health, and housing.



- b. Black Americans: A Decade of Occupational Change (1972) covered occupational and educational changes and the resulting effects on income and unemployment.
- 3. The Women's Bureau has prepared publications entitled Negro Women in the Population and in the Labor Force and Facts on Women Workers of Minority Races. It has also prepared a fact sheet on women of Spanish origin.
- 4. Approximately 30 brochures, fliers and posters have been translated and published in Spanish. They describe the range of the Department's programs from manpower services and veterans reemployment rights through child labor laws and responsibilities under the Welfare Pension Plans Disclosure Act.
- C. Increasing efforts are being made to reach minority audiences through radio and television.
 - 1. Preparations are virtually complete for a new spotmaster service to provide recorded announcements and actualities to black and Spanish-language radio and TV stations across the country.
 - a. Eight Spanish-speaking Department employees have been lined up to serve as announcers on the Spanish-language spotmaster. Announcements of interest to Chicanos will be recorded by an announcer who speaks Mexican Spanish. Those of interest to Puerto Ricans, will be recorded by a Puerto Rican speaker.



- b. Similar arrangements have been made for the black media spotmaster service.
 - c. The minority spotmaster services will be available both in Washington, D.C. and in our field offices in cities with sizeable black or Latino populations -- such as New York, Dallas, Chicago, Atlanta, Denver, Los Angeles, etc.
 - d. We anticipate commencing service in May.
- 2. A Spanish language radio disk containing eight 30-second spots explaining Employment Standards Administration programs was sent to Spanish radio stations throughout the country in 1971. The 7-inch disk dealt with such programs as child labor, age discrimination, wage garnishment, minimum wage and equal pay.
 - 3. A Spanish language "dubbed" version of TV "spots" describing Employment Standards Administration programs was also prepared in 1971.
 - 4. Six Spanish language "spots" and three "spots" in "soul" were included on a 12-inch record describing the new Occupational Safety and Health program that was sent to 7,000 radio stations throughout the country in 1971.
- D. Two movies on American Indians in the work force explain their lives and work, and describe how they retain their tribal heritages. Both were produced in 1970.



E. The Bureau of Labor Statistics is keeping its statistical series up to date with needed data on minorities.

1. In July 1971, BLS began publishing a quarterly summary of the employment situation of black and white Vietnam era veterans. The new economic series includes data on labor force status, employment and unemployment.
2. BLS and the Manpower Administration assisted the Bureau of the Census in designing the Census Employment Survey as part of the 1970 Census of Population and Housing. The survey provided detailed socio-economic information on employment related problems for black and white populations in 67 low income areas and for Spanish populations wherever they total 5 percent or more of the population.

